

# Why Westlake Pipe & Fittings

**Westlake**  
Pipe & Fittings



## Compensation & Benefits

### Retirement Savings Plan

Westlake Pipe & Fittings will match your contributions up to 4%

### Annual Retirement Contribution

The Company will deposit 2% off annual base earnings into Retirement Savings Plan annually

### Bonus Programs

Westlake Pipe & Fittings offers competitive incentive plans (up to 8% each quarter)

### Fitness Reimbursement

Westlake Pipe & Fittings will reimburse % (up to \$30 per person per month)

## Educational Assistance Program

To strengthen individual knowledge and skills, Westlake Pipe & Fittings provides reimbursement of eligible tuition expenses for full-time employees

## Employee Assistance Program

Company paid service offered through a third party providing crisis, legal and financial referral and consultation

## Vacation

Westlake Pipe & Fittings offers a competitive vacation schedule

## Scholarship Program

Scholarship awards to high school seniors of full-time employees entering their first year of College or University



## Training & Development

- Professional Certifications
- Technical Certifications
- Registered Apprenticeship
- Continued Education (degree or non-degree seeking)
- On-site Training (on the job or online)
- Conference and Seminars



## Committed to Safety

By focusing on Best Practice Safety systems and Behavior-based initiatives, we are cultivating a Safety culture of shared responsibility throughout our business. We take pride in delivering quality, on time products without compromising the safety of our employees. A "unified" and aligned drive to zero.



## Community Relations

Westlake is committed to being a responsible corporation, both for our environment and within our communities. We support and encourage our associates to volunteer their time in worthwhile causes.



## 'Pay for Knowledge' Program

Hourly positions have skill level progressions. Employees have the ability to earn more through demonstrated skill and ability which involves taking and passing each Skill Level Test. Skill Level Tests have two components:

1. Written Test
2. Demonstration Test

Pass the Skill Test and receive a pay increase per the set wage scale. This means you can earn as quickly as you put the work into learning information necessary to pass testing. Training is obtained through on the job training and written standard operating procedures.



## Why Choose Manufacturing

The majority of what we use and consume in our everyday lives comes from manufacturing companies. For example, durable goods like jewelry, automobiles, and non-durable goods such as beverages and food. This also includes infrastructural developments like PVC pipe for water supply and production, roads, and many more. The manufacturing industry plays a big role in boosting a country's economy. Choosing manufacturing can afford you the following:

## Millions of Future Jobs

According to a study by Deloitte and the Manufacturing Institute, over the next decade, nearly 3.5 million manufacturing jobs will likely be needed and two million are expected to go unfilled due to the gap between the manufacturers' need to keep growing their businesses and the talent they can find.

## Start a Career Without Debt

Manufacturing provides an opportunity for you to start your career avoiding debt that you may incur pursuing a 4-year degree. Westlake Pipe & Fittings offers a "Earn and Learn" model including but not limited to: skill testing through on the job training, Registered Apprenticeship and/or tuition reimbursement for degree programs. Westlake works with you on your individualized career plan and helps to subsidize tuition costs.

## Careers, Not Just Jobs

Unlike many other industries that only provide jobs, manufacturing provides careers. Many intelligent individuals struggle with traditional high school learning and test taking. These students are visual learners and are mechanically inclined. Careers such as Machine Operator, Packer, Quality Technician, Maintenance Technician are critical jobs that can be very lucrative due to their high demand, and students have the ability to earn a great wage and start their career right out of high school.

## Manufacturing provides higher than average wages and benefits for employees

In addition to competitive wage rates, Westlake offers excellent bonus and benefit eligibility as of date of hire.

[westlakepipe.com](http://westlakepipe.com)

